



MEMORANDUM OF AGREEMENT

BETWEEN THE

U.S. DEPARTMENT OF THE INTERIOR

AND

OFFICE, CHIEF ARMY RESERVE

I. PURPOSE

The U.S. Department of the Interior (DOI) and the Office, Chief Army Reserve (OCAR) (jointly, the parties) enter into this Memorandum of Agreement (MOA) to facilitate a strategic and mutually beneficial relationship, which encourages the exploration of initiatives that provide America's Warrior-Citizens with employment opportunities; seeks joint youth program planning; and connects military families with America's great outdoors, history, and culture.

II. STATEMENT OF MUTUAL BENEFIT

The parties agree that U.S. Army Reserve soldiers are well trained in a variety of skills critical to maintaining not only the strength and agility of the United States Army, but also the strength and capabilities of the DOI. U.S. Army Reserve Soldiers are part of the very same communities that DOI employees serve. The parties agree that this MOA will enhance both Agencies' abilities to strengthen workforces, build leadership capabilities, and accomplish the mission of each party. Furthermore, the parties agree that in addition to providing shared military/civilian employment and development opportunities, it is important to: 1) connect young Soldiers to America's Great Outdoors; 2) expand opportunities to connect military families with America's outdoors, history, and culture; and 3) facilitate the re-integration of returning warriors and their families into our communities.

A. Authorities

This MOA is entered under the provisions and in support of the following statutes and executive orders:

- Veterans Employment Opportunities Act of 1998 (PL 105-339)
- Veterans Millennium Health Care Act (PL 106-117)
- The Uniformed Services Employment and Reemployment Act of 1994 (PL 103-353)
- Title 5, U.S. Code of Federal Regulations (Parts 302, 307, 315, 316, 330, 335)
- Title 38, Veterans' Benefits Chapter 42 Employment and Training of Veterans (38 U.S.C. 4211, et seq.)
- Title 38, Employment and Reemployment Rights of Members of the Uniformed Services (38 U.S.C. 4301-4335)
- Employment of Veterans in the Federal Government, Exec. Order No. 13518, dtd November 9, 2009

B. Office, Chief Army Reserve

The OCAR forges partnerships with America's business communities, Federal, state and local government organizations. The U.S. Army Reserve enables employers and soldiers to build human capital capacity. Through these partnerships, America's most competitive personnel can secure challenging and mutually-supportive careers in both the private and government sectors. This results in enhanced service to the Nation while America's employers gain highly qualified professionals with proven skills.

The United States Army Reserve 2020 Vision & Strategy includes support of the Soldier-Employer relationship. The Army Reserve seeks predictability that facilitates effective management of employee absences during periods of active duty. In creating the Employer Partnership Office, OCAR teamed with corporations, industry associations, state agencies, and local police departments to create mutually beneficial alliances to share The Army Reserve's valuable human capital. The OCAR seek to identify additional employment and training opportunities for our soldiers that simultaneously adds value to both the civilian workforce and the Army Reserve.

C. Department of the Interior

The DOI protects and manages the Nation's natural resources and cultural heritage; provides scientific and other information about those resources; and honors its trust responsibilities and special commitments to American Indians, Alaska Natives, and affiliated island communities.

The DOI's Strategic Plan (FY 2011-2016) states the Secretary's vision of a 21st Century DOI with a highly skilled workforce that reflects the diversity of the Nation, optimization of youth engagement throughout the Department's programs, sustainable operations, and effective and efficient management. The DOI is highly decentralized and employs significant numbers of employees and volunteers at the local level. Nine bureaus utilize the skill, knowledge and dedication to public service of over 70,000 permanent and seasonal employees and over 280,000 volunteers to conduct activities such as firefighting, inspection of oil and gas operations, land and natural resource management, the protection and conservation of wildlife, and preservation of our Nation's history and cultural heritage.

III. BOTH PARTIES SHALL:

- A. Seek joint programming opportunities to include U.S. Army Reserve (USAR) soldiers, enhance talent sharing, military dependents' engagement in conservation, and military family support.
- B. Collaborate to identify commonalities and barriers to producing ready pools of shared talent.

- C. Encourage partnerships among local USAR units and DOI bureau leadership to:
 - 1) Identify employment opportunities;
 - 2) Collaborate to provide developmental opportunities to both workforces, e.g. leadership, shared technical skills, etc.;
 - Identify and develop opportunities to engage military families in local conservation projects;
 - 4) Promote local community based efforts to educate young Soldiers and military families about our lands, waters, wildlife, culture, and heritage; and
 - 5) Expand recreational opportunities for community-based wounded warriors.
- D. Communicate opportunities and success stories to appropriate audiences
- E. Promote this MOA within the USAR and DOI to ensure its effective implementation and inclusion in planning of local activities

IV. The OCAR SHALL:

- A. Identify employment opportunities within the DOI, as appropriate;
- B. Assist DOI in familiarizing USAR Soldiers with the Federal hiring process, including resume requirements;
- C. Provide opportunity for DOI to participate in Yellow Ribbon Reintegration Program Events to provide information on recreation, employment and conservation, as appropriate;
- D. Link the DOI Veterans website to the Employer Partnership of the Armed Forces website; and
- E. Provide DOI human resource professionals access to the Armed Forces Employer Partnership website where needed and appropriate.

V. The DOI SHALL:

- A. Identify targeted recruitment opportunities within the USAR, as appropriate;
- B. Assist in familiarizing USAR soldiers with the Federal hiring process, including resume requirements;
- C. Participate in Yellow Ribbon Reintegration Program Events to provide information on recreation, employment and conservation, as appropriate;
- D. Link to Armed Forces Employment Partnership Office website on DOI Veterans website;
- E. Encourage networking and partnership opportunities between USAR and Public Land Corps organizations; and

F. Conduct national and local outreach to educate, connect, and engage USAR military families in conservation and America's Great Outdoors, as appropriate.

VI. MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN BOTH PARTIES THAT:

- A. <u>Employment.</u> Merit systems principles are the underpinning to the entire Federal Human Resources Management system, including hiring. This MOA encourages the use of available options, such as non-competitive hiring authorities, to fairly recruit, select, and hire eligible USAR soldiers, as appropriate, mindful of these merit system principles and any applicable labor relations obligations.
- B. Responsibilities of Parties. The OCAR and DOI will handle their own activities and utilize their own resources, including expenditure of their own funds, in pursuing these objectives. Each party will carry out its separate activities in a coordinated effort when mutually beneficial. This does not prohibit appropriate resource sharing when it benefits both parties.
- C. <u>Budgetary Limits</u>. This MOA shall be implemented to the extent permitted by law and subject to the availability of appropriations and within Administration budgetary limits, and in harmony with Agency missions.
- D. <u>Participation in Similar Activities</u>. This MOA in no way restricts OCAR or DOI from participating in similar activities with other public or private agencies, organizations, and individuals.
- E. Non-fund Obligating Document. Nothing in this MOA shall require OCAR or DOI to obligate or transfer any funds. Specific projects, programs, or activities that involve the transfer of funds, services, or property among any element of OCAR and DOI will require execution of separate agreements and be contingent upon availability of appropriated funds and/or other resources, as authorized by appropriate authority. This MOA does not provide such authority. Negotiation, execution, and administration of each such agreement must comply with all applicable statutes and regulations.
- F. Principal Contacts. The principal contacts for this MOA are:

Office, Chief Army Reserve

Erin Thede, Director Employer Partnership Office Office of the Chief Army Reserve 6075 Goethals Rd. Ft. Belvoir, VA 22060

Phone: (703) 806-7462 FAX: (703) 806-7819

Email: erin.thede@usar.army.mil

Department of the Interior

Martin Pursley, Program Manager Strategic Talent Management Initiatives Department of the Interior 1849 C Street NW, MS 4349 Washington DC 20240 Phone: (202) 219-0727 FAX: (202) 219-1513

Email: martin pursley@ios.doi.gov

G. Commencement/Expiration/Termination. This MOA takes effect upon the signature of the Office, Chief Army Reserve and the Department of the Interior and shall remain in effect for 5 years from the date of execution. This MOA may be extended or amended upon written request of either OCAR or DOI and the subsequent written concurrence of the other Party. Either Party may terminate this MOA with a 60-day written notice to the other.

THE PARTIES HERETO have executed this instrument.

Secretary

DEPARTMENT OF THE INTERIOR AUG 0 1 2012

Jeffrey W. Talley

Lieutenant General

CHIEF, ARMY RESERVE